



# AWCBC Strategic Plan: 2023-2026

## Vision:

AWCBC is the trusted, centralized information source for workers' compensation data, trends, and issues in Canada.

## Mission:

Through excellent data collection and analysis, shared knowledge, education, and networking, AWCBC supports its members in sustaining strong and viable workers' compensation systems throughout Canada.

## Values: What Drives Us

### Results-oriented

Our activities are aligned with our strategic direction and produce measurable and tangible results.

### Diverse and Inclusive

We welcome and value the contributions of members of all different backgrounds and abilities, and strive for inclusion of a wide range of perspectives in all AWCBC offerings.

### Ethical

We conduct all aspects of the Association's activities in accordance with the highest ethical standards.

### Collaborative

We facilitate and support members to work together to achieve shared goals and positive outcomes.

### Innovative

Our approaches, structures and methods are creative and future-oriented.

### Member-driven

We continually solicit input from our members and tailor all programs/services to their interests and needs.

## Operating Guidelines: The Business Context In Which We Operate

### Accountable

We institute transparent reporting mechanisms, provide multi-channel opportunities for participation, and share broadly the progress and results of collaborative initiatives.

### Credible

We use reliable and recognized approaches and methods that are in accordance with Canadian business standards.

### Realistic

We carry out our mission within the fiscal and political environment of the work being performed.

## Our Strategic Priorities

### Strategic Priority 1:

#### Data Collection & Analytics

Investigate expansion of the collection and analysis of national workplace injury data to improve consistency, track emerging issues and pave the way for AI and predictive analytics capability on a national scale.

## Our Strategic Goals

- Harmonize statistical standards across the country to improve data consistency and accuracy
- Expand statistics collected to allow for more robust analytics to help the prevention of accidents/illnesses in Canadian workplaces
- Provide targeted statistical analysis to AWCBC governors and senior leaders to enhance their decision-making
- Increase accessibility and understanding of national workplace injuries and disease statistics through timely releases and clear public and member communications
- Create a national operations centre pooling information on common concerns such as cyber security
- Become an innovation hub where AWCBC facilitates the sharing of member initiatives across the country
- Maintain a business intelligence function to track trending workers' compensation issues in Canada and beyond, and alert members on an ongoing basis
- Liaise with non-AWCBC inter-jurisdictional groups to increase awareness of national discussions in disciplines not captured through AWCBC committees
- Strengthen communications with system partners and international counterparts to expand information network and to track new research and trends

### Strategic Priority 2:

#### Business Intelligence Hub

Enhance the proactive identification of emerging issues, innovation, and benchmarking with national and international workers' compensation agencies.



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Our Strategic Priorities	Our Strategic Goals	
<p><b>Strategic Priority 3:</b>  <b>AWCBC Committees</b>            Increase the functionality and contribution of AWCBC Committees in supporting AWCBC's strategic goals.</p>	<ul style="list-style-type: none"> <li>■ Realign the number, nature and mandate of AWCBC formal committees to ensure proper alignment with AWCBC strategic goals</li> <li>■ Provide direction from AWCBC Board to committees on key initiatives to be undertaken</li> <li>■ Increase accountability of committees for tangible outcomes and improve communication to the AWCBC Board</li> </ul>	<ul style="list-style-type: none"> <li>■ Expand opportunities for more members to be involved in committee work</li> <li>■ Develop a committee network that obtains input from other national groups to create a holistic view of common concerns</li> <li>■ Task AWCBC to oversee committee work plan progress and provide support as required</li> </ul>
<p><b>Strategic Priority 4:</b>  <b>Centralized Source of Canadian Workers' Compensation Information</b>            Raise the profile of AWCBC as the central source for information related to the Canadian workers' compensation system and the cross-country voice where member-approved.</p>	<ul style="list-style-type: none"> <li>■ Make the AWCBC the one-stop shop for the vast array of information and statistics related to workers' compensation in Canada</li> <li>■ Track and share national media coverage of workers' compensation and member press releases</li> <li>■ Facilitate opportunities for shared national awareness campaigns</li> </ul>	<ul style="list-style-type: none"> <li>■ Develop and publically share national guidelines/ standards in matters of health and safety, and return-to-work</li> <li>■ Seek opportunities to lobby for shared concerns</li> </ul>
<p><b>Strategic Priority 5:</b>  <b>Education, Networking, Communication</b>            Connect members, centralize shared information and foster cross-Canada relationships and networking.</p>	<ul style="list-style-type: none"> <li>■ Offer annual events through various channels to allow for the broadest member participation</li> <li>■ Facilitate training, networking and webinars for staff, management and governors</li> <li>■ Facilitate an ongoing national conversation on jurisdictional efforts to harmonize policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>■ Eliminate duplication of effort and break down silos by enhancing and promoting the sharing of communication/prevention/RTW products and services across the country</li> <li>■ Target offerings to specific audiences</li> </ul>
<p><b>Strategic Priority 6:</b>  <b>Staffing and Succession Planning</b>            Ensure AWCBC attracts and retains skilled human resources to carry out its strategic priorities long-term.</p>	<ul style="list-style-type: none"> <li>■ Right-size the organization to ensure that it has the human resources capable of successfully carrying out the strategic plan</li> <li>■ Formalize a succession/recruitment plan to attract and retain a skilled workforce</li> </ul>	<ul style="list-style-type: none"> <li>■ Ensure that compensation and benefits are aligned with industry standards</li> <li>■ Embed equity, diversity and inclusion in all practices</li> </ul>